



RESOLUTION

APPROVING COLLECTIVE BARGAINING COST ITEMS FOR THE INCLUDED, EXCLUDED, AND EXCLUDED MANAGERIAL EMPLOYEES OF THE CITY AND COUNTY OF HONOLULU IN BARGAINING UNIT 12 (STATE OF HAWAII ORGANIZATION OF POLICE OFFICERS).

WHEREAS, Chapter 89, Hawaii Revised Statutes (HRS), establishes a statewide collective bargaining process for public employees; and

WHEREAS, pursuant to Section 49 (Hawaii Employer-Union Health Benefits Trust Fund) of the Bargaining Unit 12 Collective Bargaining Agreement, effective July 1, 2011 through June 30, 2017, the employers and representatives of Bargaining Unit 12 (State Of Hawaii Organization of Police Officers) reopened negotiations on February 25, 2015, concerning Employer contributions to the Employer-Union Health Benefits Trust Fund (EUTF) for plan years 2015-2016 and 2016-2017; and

WHEREAS, the parties agreed to new Employer contribution amounts; and

WHEREAS, HRS Section 89C-3(b)(2) states that the Director of Human Resources shall formulate a recommendation for City Council approval which "Ensure(s) that adjustments for excluded civil service employees result in compensation and benefit packages that are at least equal to the compensation and benefit packages provided under collective bargaining agreements for counterparts and subordinates within the employer's jurisdiction"; and

WHEREAS, the new agreement makes adjustments to a cost item and is effective from July 1, 2015 through June 30, 2017; and

WHEREAS, pursuant to Section 89-10(b) and 89-11(g), HRS, the cost item is subject to appropriations by the respective legislative bodies; now therefore,

BE IT RESOLVED by the Council of the City and County of Honolulu that it approve the collective bargaining and related cost items for the included, excluded, and excluded managerial employees of the City and County of Honolulu in Bargaining Unit 12, a summary of which is attached as Exhibit A; and



RESOLUTION

BE IT FINALLY RESOLVED that copies of this Resolution be transmitted to the Mayor and Director of Human Resources of the City.

INTRODUCED BY:

[Handwritten signature]

(br)

DATE OF INTRODUCTION:

MAY 11 2015

Honolulu, Hawaii

Councilmembers

MAILED 11 MAY 11 11:30 AM
CITY OF HONOLULU
RECEIVED

COLLECTIVE BARGAINING REPORT TO CITY COUNCIL AGREEMENT FOR BARGAINING UNIT 12

On February 25, 2015, the State of Hawaii Organization of Police Officers (SHOPO) reopened negotiations on the subject of Employer contributions to the Employer-Union Health Benefits Trust Fund (EUTF) for plan years 2015-2016 and 2016-2017. The parties agreed to new Employer contribution amounts, which covers the following City employees (as of March 31, 2015):

<u>Covered</u>	<u>Total</u>
Included Positions	2002
Excluded Positions	33
Total	2035

Excluded Managerial

In accordance with HRS Section 89C-3(b)(2), managers excluded from Bargaining Unit 12 shall be provided adjustments that result in compensation and benefit packages that are at least equal to the compensation and benefit packages provided under collective bargaining agreements for counterparts and subordinates within the employer's jurisdiction.

Excluded Managerial Positions in the City and County of Honolulu (as of March 31, 2015)

<u>Bargaining Unit</u>	<u>Total</u>
EM – Excluded Managerial	43

Summary of Agreement:

I. Duration

The new agreement over Employer contribution amounts to the EUTF is effective from July 1, 2015 through June 30, 2017.

II. EUTF

Effective July 1, 2015, the Employer will pay specific dollar amounts for the PPO and HMO plans which are equivalent to the Employer Contribution rates from the previous year plus an increase of \$10, \$20 or \$30, for the self-only, two-party and family rates, respectively. The Employer will pay specific monthly contributions which are generally equivalent to 60% of the premium cost and 60% of the administrative fees for all other plans except the life insurance plan (for which the Employer shall 100% of the premiums and fees).

Effective July 1, 2016, the Employer will pay specific dollar amounts for the PPO and HMO plans which are equivalent to the Employer Contribution rates from the previous year plus an increase of \$10, \$20 or \$30, for the self-only, two-party and family rates, respectively. The Employer will pay specific monthly contributions which are generally equivalent to 60% of the premium cost and 60% of the administrative fees for all other plans except the life insurance plan (for which the Employer shall 100% of the premiums and fees). The estimated increase to EUTF costs for Unit 12 is as follows:

FY 2016	FY 2017
\$749,855	\$1,437,989

CITY COUNCIL
CITY AND COUNTY OF HONOLULU
HONOLULU, HAWAII
CERTIFICATE

RESOLUTION 15-127

Introduced: 05/11/15

By: ERNEST MARTIN (BR)


Committee: BUDGET

Title: RESOLUTION APPROVING COLLECTIVE BARGAINING COST ITEMS FOR THE INCLUDED, EXCLUDED, AND EXCLUDED MANAGERIAL EMPLOYEES OF THE CITY AND COUNTY OF HONOLULU IN BARGAINING UNIT 12 (STATE OF HAWAII ORGANIZATION OF POLICE OFFICERS).

Voting Legend: * = Aye w/Reservations

05/27/15	BUDGET	CR-208 – RESOLUTION REPORTED OUT OF COMMITTEE FOR ADOPTION.
06/03/15	COUNCIL	CR-208 AND RESOLUTION 15-127 WERE ADOPTED. 9 AYES: ANDERSON, ELEFANTE, FUKUNAGA, KOBAYASHI, MANAHAN, MARTIN, MENOR, OZAWA, PINE.

I hereby certify that the above is a true record of action by the Council of the City and County of Honolulu on this RESOLUTION.


GLEN TAKAHASHI, CITY CLERK


ERNEST Y. MARTIN, CHAIR AND PRESIDING OFFICER